Report on the Results from the *Survey on Reconciliation Action & Awareness in Canadian Archives* (2017)

Prepared by the Response to the Report of the Truth and Reconciliation Commission Taskforce of the Steering Committee on Canada's Archives

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Table of Contents

I. Background..... 3

II. Survey Methodology..... 4

III. Executive Summary..... 5

IV. English Survey Results Overview..... 7

V. English Survey Follow-up Interviews..... 13

VI. French Survey Results Overview..... 17

VII. French Survey Follow-up Interviews..... 21

VIII. Next Steps..... 21

I. Background

In June 2015, the Truth and Reconciliation Commission of Canada (TRC) released its 94 *Calls to Action*[1] to the Canadian Government and the Canadian people as a means through which to "redress the legacy of residential schools and advance the process of Canadian reconciliation."[2] Many of these *Calls to Action* speak to specific organizations working with collections, programs and services of relevance to Indigenous Peoples. *Call to Action #70* is one such summon which speaks directly to the Canadian archival community, as it states:

> ***70. We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices:***
>
> 1. ***Determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)[3] and the United Nations Joinet-Orentlicher Principles (UNJOP)[4], as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.***
> 2. ***Produce a report with recommendations for full implementation of these international mechanisms as a reconciliation framework for Canadian archives.***

As a reply to this call, the Steering Committee on Canada's Archives[5] established the Response to the Report on the Truth and Reconciliation Commission Taskforce (TRC-TF) in 2016. The TRC-TF, which is comprised of archivists and Indigenous Partners[6], was given the mandate to conduct a review of Indigenous community outreach policies and best practices existent in archives across the country, and to identify potential barriers to reconciliation efforts between the Canadian archival community and Indigenous recordkeepers and researchers. Upon completion of this benchmark review, the Taskforce would then work in collaboration with Indigenous communities in the following ways: 1) to identify how Canada's archives might move towards reconciliation through compliance with UNDRIP and UNJOP; 2) to produce recommendations for full implementation of the findings of this qualitative research; and 3) to

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[1] Truth and Reconciliation Canada. *Truth and Reconciliation Commission of Canada: Calls to Action*. Winnipeg: Truth and Reconciliation Commission of Canada, 2015. Available at http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf .

[2] Ibid, p.1.

[3] United Nations. *Declaration on the Rights of Indigenous Peoples* (61/295) 2007. Available at http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

[4] United Nations, Economic and Social Council, Commission on Human Rights, *Updated set of principles for the protection and promotion of human rights through action to combat impunity*, prepared by Diane Orentlicher, (UN Doc. E/CN.4/2005/102/Add.1. 8 February 2005). Available at http://daccess-ods.un.org/access.nsf/Get?Open&DS=E/CN.4/2005/102/Add.1&Lang=E

[5] The Steering Committee on Canada's Archives is a collaboration established by the Canadian Council of Archives, the Association of Canadian Archivists, Library and Archives Canada, l'Association des archivistes du Québec, and the Council of Provincial and Territorial Archivists.

[6] TRC-TF Indigenous Partners are Indigenous heritage professionals/advocates from across the country interested in: 1) contributing to the development of protocols and principles to guide the responsible management of Indigenous archival resources; 2) the acknowledgement of Indigenous perspectives and worldviews within archival theory and practice; and 3) the diversification of the Canadian archival profession.

design a reconciliation framework which actively engages and appropriately includes Indigenous recordkeepers and researchers, their perspectives and methodologies, with the Canadian archival system.

To achieve these goals, the following activities will be undertaken by TRC-TF Indigenous and non-Indigenous project researchers:

- Conduct a national review of archival policies and practices to identify potential barriers to, or practices in support of, reconciliation efforts between the Canadian archival community and Indigenous recordkeepers and researchers.
- Complete an international literature review to assess discourse on related topics (i.e. reconciliation, participatory archiving, existing protocols & principles documentation, etc.).
- Conduct outreach and dialogue with Indigenous community members from tribal councils, cultural centres, and territorial governments across Canada who are involved, or interested, in programs pertaining to Indigenous knowledge and research. Discussions will focus on how Canadian archives should manage Indigenous archival resources and programs, and how the Canadian archival profession can successfully include Indigenous recordkeepers as archival colleagues, and Indigenous researchers as fully supported clients/patrons.
- Develop an evergreen set of protocols and principles and an overarching reconciliation framework through which to support the culturally appropriate management of Indigenous-related materials held by Canadian archives.

II. Survey Methodology

In order to facilitate this national review of archival policies and best practices, the TRC-TF developed an on-line survey, made available in Canada's two official languages, using the University of Northern British Columbia's *FluidSurveys* software license. This survey was disseminated to both the Francophone and Anglophone archival communities through the Arcan-L list-serve and the list-serve of l'Association des archivistes du Québec.

The type of information that was collected included demographics; outreach programs and the level of engagement with, and understanding of, regional Indigenous communities; the level of understanding and awareness of the work done by the Truth and Reconciliation Commission of Canada; and institutional policies and procedures related to Indigenous information resources. This information was identified through a structured sequence of multiple choice and open text questions. While more difficult to collate, the open dialogue sections were provided to encourage articulation of more qualitative answers, such as the specific type of outreach they facilitate, specific barriers to reconciliation they had identified, what they think should happen in terms of a review of current archival practice, and their thoughts on the potential contributions archives could make towards reconciliation. These open dialogue sections also provided respondents with a means through which to indicate if they had more to say on these topics and to specify if they consented to be contacted to discuss their responses further. The answers to both English and French language surveys were gathered, common threads identified, identifying information anonymized, and all data summarized into this report.

Approximately one week prior to the release of the surveys, a "Letter of Introduction" was submitted via the two list-serves to announce the upcoming assessment and its objectives. This was done to allow potential participants time to contact the TRC-TF Chair directly with any immediate concerns. The survey link was released via both list-serves on July 4, 2017, along with a reiterative overview explaining intent, survey format, privacy provisions and data usage. The on-line survey completion deadline was July 21, 2017.

Following survey closure, TRC-TF Survey Working Group members analyzed results and identified those individual respondents who had requested follow-up. Over the next several months, individual interviews were conducted with respondents who were amicable to providing more detailed information pertaining to the survey questions. Once again, this information was compiled, common threads identified, identifying information anonymized and all data summarized into this report.

It was the original intent of the TRC-TF Survey Working Group to merge the results of the two surveys into one report; however, the technological limitations inherent in the survey software made this an impossible task to undertake either efficiently or effectively.

As this survey is only the first in a series of steps on our reconciliation journey, the conclusions contained in this summary will continue to undergo further assessment by our TRC-TF members and Indigenous Partners in order to expand its overall perspective within the context of the Taskforce mandate and overall objectives. The intent of the report's release at this time is to maintain methodological transparency within the larger Canadian archival community and to encourage critical reflection and dialogue.

III. Executive Summary

English Survey:

Overall, response from the English-speaking archival community was fair. While 150 respondents began this survey, only 82 actually completed all required sections, making for a 55% completion rate. Responses were primarily received from self-identified archivists or archival managers working in government settings (31.8%), post-secondary (14.4%) and religious (12.1%) institutions across the country (with the exception of Prince Edward Island, Newfoundland & Labrador, and Nunavut from which no responses were received).

Over half of respondents indicated that Indigenous researchers represent a sector of their user base; while 3/4 were aware of records in their own archives related to Indigenous communities. The majority of respondents stated their institution does not currently have a formal policy/procedure in place to guide the acquisition of, or access protocols to, materials with Indigenous content. And, while almost half of respondents indicated their archives actively engages in outreach activities with Indigenous communities/organizations, and well over half acknowledged the importance of consultation, partnerships, and/or relationship building activities with Indigenous communities/organizations, fewer than 11% were able to identify ongoing relationships with Indigenous communities/organizations.

On the subjects of repatriation (digital copy or original material) and storage and access agreements, the majority of respondents stated that neither they nor their institutions had been involved in either activity; however, the majority also indicated that such activities would find support under the right circumstances.

Overall, respondents were extremely well read on the works produced by the Truth and Reconciliation Commission of Canada. As well, the majority had attended TRC events, and/or participated in Indigenous community-led events, and 91.1% were interested in learning more about Indigenous Peoples though cultural awareness training designed to support Canadian archivists in their reconciliation activities.

With just over half of respondents indicating that their institution has, or will, formally respond to the TRC's *Calls to Action*, respondents also identified several barriers to the development and implementation of a reconciliation framework - staff time, resources, budget, and lack of experience, awareness or knowledge were the most frequently listed. Respondents also indicated that *every* aspect of archival practice and theory listed in the survey (and a few not listed) required review in order to fully integrate Indigenous community requirements into current professional discourse and pedagogical practice.

In conclusion, Canadian archivists appear to be very "aware" professionals, not only of the existing national and international literature on the topic of reconciliation and the rights of Indigenous Peoples, but also of the intrinsic need for reconciliation action to find manifestation within their own institutions. To translate this awareness into positive action which will support a relationship-building process that acknowledges Indigenous communities/families as "authors/creators" as opposed to "subjects", which welcomes Indigenous recordkeepers as colleagues, and through which Indigenous researchers are fully supported patrons, will require a great deal of collaborative and collegial guidance and support, not to mention funding and training opportunities. Such a foundation will be required particularly in the areas of policy, procedure and access protocol development; proactive repatriation discussions; overcoming identified barriers; and the re-assessment of current theory and practice to name a few.

French Survey:

Overall, there was minimal response from the Francophone archival community to this survey (only 5 completed surveys were submitted). Because of this lack of data, it is impossible to use these results as any sort of reliable benchmark to indicate the level of reconciliation action and awareness in French-Canadian archives. Data gathered through this survey will require significant follow-up before future recommendations can be made which will meet the requirements of this particular section of the Canadian archival community.

IV. English Survey Results Overview

Total Responses	Completed Responses	Completion Rate	Completion Time
150	82	55%	41:32

Questions 1-5: General Descriptive Data on Respondents

a. Of the 150 people who responded to the survey, only 82 completed their forms. Eight provinces and two territories were represented in this survey. There were no complete responses from Prince Edward Island, Newfoundland & Labrador and Nunavut.

b. The largest contingent of respondents work in government settings (31.8%) followed by post-secondary institutions (14.4%) and religious institutions (12.1%).

c. The majority of respondents were archivists (55%) followed by archives management (20.6%). Results appear to show a large number of respondents (11.5%) not working in an archival repository. These could be students, retirees, instructors, etc., but without more data it is impossible to conclude.

d. 52.7% of respondents indicated that Indigenous researchers are a represented sector of their user base.

Questions 6-9: Policies and Procedures Related to Indigenous Information Resources

a. The majority of respondents (69.9%) indicated they were aware of records in their archival institution related to Indigenous communities.

b. Most respondents (51.7%) indicated that their archival institution does not have any formal policies or procedures in place to guide the *acquisition* of records that relate to Indigenous communities, while 16.4% of respondents were unsure if such policies exist.

c. 45.6% of respondents indicated that their archival institution does not have formal policies or procedures in place to guide *access* to records that relate to Indigenous communities (18.4% were unsure).

d. 65.7% of applicable respondents indicated in the negative, or were unsure, of their institution's use of *external* policies/procedures/protocols to guide the acquisition, use of, and/or access to records that relate to Indigenous communities.

e. Among respondents who did identify the use of external policies/procedures/protocols within their archival institution, UNDRIP was the most frequently cited (at 9.9%) followed closely by the *Protocols for Native American Archival Material*[7] (at 9.0%).

Questions 10-16: Outreach & Relationships

a. 48.9% of respondents indicated that their archival institution actively engages in outreach activities with Indigenous communities through exhibitions (66.7%), developing knowledge of local Indigenous communities (52.1%), and public programs/archival consultation with donors (both 45.8%).

b. A minority of repositories (11%) had relationships with Indigenous organizations. Of these few relationships, there was a 50-50 split between project specific and ongoing relationships. The majority of respondents were unsure as to how these relationships would affect archival operations.

c. Similarly, only 11% of repositories had access to an Indigenous Elders advisory group or Governance Circle – these *could* be the same respondents reporting relationships with Indigenous organizations; however, more data would be required to confirm this supposition.

d. Few archives formally acknowledged (through procedures, policies, protocols) the importance of relationship-building with Indigenous Peoples represented within their holdings; however, the majority of respondents (62.4%) informally agreed that such consultations, partnerships and/or relationship-building activities were important.

e. 20.4% of respondents reported participation in the creation of specific tools such as curriculum instruments, while 47.3% of respondents did not.

Questions 17-21: Indigenous Records Storage and Repatriation

a. 58.7% of respondents indicated that their archives has never facilitated storage and access agreements for preservation purposes, wherein access was solely determined by the Indigenous community. However, 68.5% thought their archives would be either completely open, or potentially open to such an agreement depending upon the circumstances.

b. A small majority of respondents (34.4%) indicated that their institution has never participated in the *digital repatriation* of material, while 24.7% have. Of those institutions that have provided this service, most commented in the open dialogue field that this action positively contributed to the relationship-building process with the community to which the material was repatriated.

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[7] First Archivist Circle. *Protocols for Native American Archival Materials*. (2007) http://www2.nau.edu/libnap-p/protocols.html

c. 44% of respondents indicated that, in their current role, they would be completely open to a repatriation request of *original materials*, while 39.6% noted it would depend on the circumstances. Of these respondents, only 7.6% have ever facilitated a repatriation request of original materials. When asked how receptive their institution would be to such a request, 23.1% indicated their institution's complete openness, while 49.5% identified that their openness would depend upon the circumstances.

Questions 22-28: Awareness of and Participation in TRC and Related Events

a. Half of respondents (51.6%) have attended Truth and Reconciliation Commission of Canada sponsored events, while the majority have read the *Summary of the Final Report of the Truth and Reconciliation Commission of Canada*[8] (81.3%) and its *Calls to Action* (92.3%).

b. Most respondents have participated in Indigenous community-led events (80.2%) or cultural awareness training (62.6%) and nearly all (91.1%) were interested in learning more. Half of respondents (51.5%) indicated that their organization has offered cultural awareness training.

Questions 29-38: Formal Reconciliation Action

a. While half of the respondents' archives (52.3%) have, or will, respond to the TRC's *Calls to Action,* a much smaller percentage had responded to UNDRIP (15.5%), and almost none had responded to the *UN Joinet-Orentlicher Principles* (3.5%).

b. Respondents identified many concrete actions/steps/measures taken by their archives to address the issues inherent in the act of reconciliation. The most commonly identified actions included: establishment of working groups to formulate institutional responses to the *Calls to Action*; identification of holdings with Indigenous content; facilitation of staff cultural competency training; inclusion of culturally respectful language in existing policies and procedures; development of outreach services to connect with local/regional Indigenous research needs; and establishment of, or participation in existing, Indigenous Advisory Circles.

c. With regards to the level of prioritization given by the respondent's *archival institution* towards reconciliation with Indigenous Peoples (on a scale of 1-10, with 10 being of greatest interest), 4.7% of respondents indicated reconciliation did not apply to their institution; 51.8% indicated it was of high importance (level 8/10 or above) and 5.9% indicated a low level of interest (level 3/10 or lower). With regards to rating their own *personal* interest in, and prioritization of, reconciliation with Indigenous Peoples in accordance with this same scale of measurement: 2.3% indicate a low level of interest (3/10), 83% indicated a high personal interest (level 8/10 or above) and 2.3% of respondents indicated reconciliation did not apply to them.

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[8] Truth and Reconciliation Canada. *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*. Winnipeg: Truth and Reconciliation Commission of Canada, 2015. Available at http://www.myrobust.com/websites/trcinstitution/File/Reports/Executive_Summary_English_Web.pdf

d. In terms of identifying barriers that prevent archives from developing and implementing a reconciliation framework, staff time (75%), resources (65.9%) and budget (68.2%) were listed with most frequency. Lack of knowledge, awareness or experience was also cited as a barrier by nearly half of respondents (45.5%). See *Figure 1* for a breakdown of answers to survey question #35.

Figure 1

Response	Chart	Percentage	Count
Budget		68.2%	60
Policy		26.1%	23
Work plan		27.3%	24
Staff time		75.0%	66
Resources		65.9%	58
Prohibitive Policies		8.0%	7
Lack of experience, awareness or knowledge		45.5%	40
Unsure (i.e. "I'm new to the organization"; "I don't know where we would even start", etc.)		10.2%	9
Lack of interest		4.5%	4
Other, please specify...		23.9%	21
	Total Responses		**88**

e. Mechanisms cited as existing support for the development of a reconciliation framework within an archives included: prioritization of reconciliation initiatives within the institution (51.1%); existence of current committee/working group structures (47.7%); and current relationships with Indigenous groups (45.5%). A history of past project collaboration (34.1%) was also identified as an existing support.

f. Respondents identified *all* aspects of current archival practice and theory as being in need of review so as to integrate Indigenous community needs. Answers were so robust the following table is being included to better illustrate participant recommendations. As well, within the open dialogue box associated with this question, respondents included the following as additions to the areas of archival theory and practice which also require review: privacy and freedom of

information; archival theory as a "European" construct; culturally appropriate means of using records with Indigenous content in exhibitions, publications, promotional materials, educational programming and social media; professional recruitment. See *Figure 2* for a breakdown of answers to survey question #37.

Figure 2

Response	Chart	Percentage	Count
Arrangement		48.9%	43
Description		71.6%	63
Appraisal		63.6%	56
Access Protocols		86.4%	76
Reference Services		72.7%	64
Research Agreements		64.8%	57
Concepts of Ownership, Authorship & Provenance		89.8%	79
Professional Development / Continuing Education		73.9%	65
Archival Education		67.0%	59
Professional Code of Ethics		60.2%	53
Other [dialogue box]		9.1%	8
None		1.1%	1
		Total Responses	**88**

g. Respondents offered many different suggestions as to how the Canadian archival system, and its members, can positively contribute to existing Indigenous systems of knowledge preservation and continuity:
   - Listen to Indigenous communities about what it is they need; support existing knowledge keeping systems and offer constructive, realistic advice only when asked
   - Build collegial relationships with Indigenous knowledge keepers
   - Acknowledge the existence of a "white" professional majority and identify the reasons behind this lack of visible ethnic diversity within our profession
   - Actively diversify the ethnic makeup of our profession through recruitment, alternative archival educational models, and the creation of bursaries/scholarships
   - Identify colonial practices and actively engage in de-colonization strategies
   - Include Indigenous perspectives in appraisal and description
   - Include reciprocity as an outreach and engagement tool
   - Identify archival records in a repository created by, and/or about, Indigenous Peoples

- Acknowledge how Indigenous content may be "hidden" in plain sight within certain types of records
- Proactive outreach by archives into Indigenous communities represented in their holdings; building client/patron relationships with Indigenous individuals and communities; bring the records to the community; provide archival literacy training in a culturally appropriate way
- Repatriate materials by, and/or about, Indigenous Peoples (as necessary)
- Proactive cultural competency training for archivists – not only regarding the cultures and traditions of local/regional Indigenous Peoples (and those represented in their holdings) but also identifying the history of government policy, social practice and systematized racism affecting these communities; as well as introducing archivists to contemporary issues of significance to their local/regional Indigenous communities
- Provide a safe space for Indigenous community members to engage in dialogue and research
- Facilitate training, resources and equipment, when able and when asked, to support the work of Indigenous knowledge keepers
- Demand archival associations/councils work to build relationships with the umbrella-level organizations representing their regional Indigenous communities.
- Re-write archival policies and best practices to incorporate newfound cultural awareness, to legitimize respectful practice, and to sustain new collaborative relationships.

Questions 39-40: Wrap-up & Follow-up

a. Respondents provided many different perspectives as to why these issues were important to them:
   - Recognition of past and ongoing injustices to Indigenous communities
   - Desire to contribute to social change that will make a better Canada for all
   - Desire to see archivists connect relevant materials within their repositories to the Indigenous Peoples to which they pertain so as to fill that community's information gaps (if they exist)
   - Desire to represent archives as an institution in solidarity with Black, Indigenous and Other People of Colour
   - Recognition that reconciliation is a priority for an institution, but without related funding or additional resources, it is unclear how to move forward
   - Recognition that because these issue are so important there is great fear about "getting it wrong"
   - Question regarding how provincial/territorial association/councils and their advisors can help support TRC initiatives and provide guidance to members
   - Recognition that true relationship-building requires a great deal of personal time and investment and so efforts must extend past the work day

b. 61% of respondents requested additional follow-up; however only 29% provided their contact information. *Section V.* is dedicated to their input.

V. English Survey Follow-Up Interviews

Twenty-four (24) follow-up interviews were conducted by telephone or email with those survey respondents who had consented to be contacted about their survey answers. Members of the TRC-TF Survey Working Group undertook these interviews from November 1-28, 2017. Information collected through these follow-up discussions was compiled, common threads identified, identifying information anonymized and all data summarized according to the following thematic fields:

- *Formal policies/procedures which guide the access and use of archival records related to Indigenous communities*
- *Ways through which archives engage in Indigenous outreach*
- *Reflections on 1) institutional relationships with Indigenous organizations/communities, and 2) institutional acknowledgement of the importance of consultation, partnership and/or relationship building*
- *Provision of cultural awareness workshops or training sessions on Indigenous worldviews & knowledge keeping traditions*
- *Ways through which to contribute Indigenous archival content to the curriculum development process*
- *Reflections on the profound lack of ethnic diversity within the Canadian archival profession*
- *Reflections on institutions not actively ensuring the culturally appropriate management of its Indigenous content*

Formal policies/procedures which guide the access and use of archival records related to Indigenous communities

- Recently approved "Sensitive Records Policy" – while not specifically related to Indigenous records, it was developed with reconciliation in mind.
- Currently developing a more active outreach program for Indigenous groups about holdings. Through this program we are actively seeking advice on whether certain material is culturally appropriate for display and dissemination, and modifying descriptions where appropriate. This program is still being developed to date no documentation has been developed.

Ways through which archives engage in Indigenous outreach

- **Archival consultation with donors or their descendants**: This type of consultation process was developed to determine culturally appropriate means of storage and/or access to materials, as well as, to identify Indigenous context, ownership and languages. In some cases such a process was also intended to determine ultimate consent to use the material or the need for repatriation back to the community of origin.
- **Digital repatriation:** Some institutions have facilitated photo repatriation requests.
- **Professional advice to communities:** When requested, presenting on an identified archival subject of interest to that community.

- **Organizational Collaboration**: Facilitation of joint publication projects and physical/virtual exhibitions.
- **Consistency**: Overall ad hoc or sporadic engagement is good, however to make a more long-lasting impact what is needed is a more coherent outreach strategy and/or the development of a more formal agreement.
- **Archival Consultation with Elders:** As a reference services initiative, some archives staff have reached out directly to First Nations Elders to consult with them about particular archival material in terms of identifying cultural significance and access implications. Through this outreach process, some record descriptions have been modified and some materials have been removed from public display.

Reflections on 1) institutional relationships with Indigenous organizations / communities; and 2) institutional acknowledgement of the importance of consultation, partnership and/or relationship building

- Some strategic plans now include as an objective: "to better understand the needs of Métis, Inuit and First Nations groups in order to facilitate collaboration and liaison."
- Interest and enthusiasm exists, yet many are unsure if the act of relationship-development is pertinent to institutional mandate. The issue therefore is not about lack of capacity or resources, but a lack of understanding as to where relevance exists.
- Acknowledgement that in the past, institutional attempts at engagement have been rebuffed if not outright adversarial. This history of failed attempts leave some with a fear of engagement and an overall feeling of hopelessness as they struggle to figure out how best to proceed.
- Understanding that the focus of many Band governments may be on larger, more salient issues such as treaty negotiations, job creation or infrastructure development and not in asking for guidance on setting up their own archives.
- As a way of gauging an archives' effectiveness at being able to diversify the archival user base, take a look at the ethnic makeup of patrons in the reading room. If there are only white genealogists sitting there, perhaps it's time to rethink outreach strategies.
- While such an acknowledgement may not be part of an institution's current reality, it will soon have to be - at least for archives that hold materials created by, or about, Indigenous Peoples. For example, drafting an appraisal policy will soon have to acknowledge the necessary inclusion of Indigenous voices within the appraisal process.

Provision of cultural awareness workshops or training sessions on Indigenous worldviews & knowledge keeping traditions

- With some strategic plans now including the objective "to better understand the needs of Métis, Inuit and First Nations groups in order to facilitate collaboration and liaison," provisions are being made for staff to participate in diversity training. Such training opportunities have included (but are certainly not limited to):
    - Workshops hosted by the Saskatchewan Council for Archives & Archivists, SaskCulture, Multicultural Council of Saskatchewan, Saskatchewan Indigenous Cultural Centre, or

KAIROS, including: "Aboriginal Awareness Training for Cultural Leaders"; "Respect and Relationship: Eugene Arcand and Blanket Exercise Workshop"; "Aboriginal Awareness Workshop"
    - Johnson-Shoyama School of Public Policy workshop "The Relationship Between Indigenous and Non-Indigenous People"
    - University of British Columbia, MOOC (Massive Open Online Course), "Reconciliation Through Indigenous Education"
    - University of Alberta, MOOC, "Indigenous Canada"
- Moving forward, it was suggested that these types of training sessions could be improved through the following means:
    - focusing on how archives, archival institutions, and archivists uphold colonial values;
    - how to make archives an inclusive space;
    - how we, as professionals, can dismantle oppressive and white supremacist practices within archives (i.e. identifying oppressive language in archival descriptions; re-thinking appraisal practices that privilege settler/colonial narratives; being honest about how "white" and homogenous our profession is, etc.); and
    - ensuring that all such training and talks be delivered by knowledgeable Indigenous people, and that they are properly compensated for their time and efforts.
- Some institutions have established a "learning and development plan" for all staff. This plan, which is divided into several themes (i.e. Indigenous Histories, the TRC and Residential Schools, Culture and Spirituality, Traditional Knowledge, and Contemporary Issues) includes activities such as talks, film screenings, and specific readings (i.e. academic papers, blogs, news stories). Staff are required to attend each activity and to complete a certain number of learning objectives.

Ways through which to contribute Indigenous archival content to the curriculum development process

- Using the six historical thinking concepts identified by the Historical Thinking Project (http://historicalthinking.ca/historical-thinking-concepts) to develop archival education kits/learning packages that focus on getting primary source materials into the hands of educators and students.
    - Through the application of these concepts and the incorporation of relevant archival materials from within their holdings, archivists have been able to create learning packages that focus on the Indian Residential School System and the reserve pass system. Further supporting this endeavor, archivists have actively sought permission from the First Nations communities to which the archival material pertained, ***before*** putting the material (i.e. reserve passes which name individuals and their communities) up on a website.

Reflections on the profound lack of ethnic diversity within the Canadian archival profession

- *I think that there is a big distinction between neo-Nazi ideology and white supremacy. White supremacy is insidious. It represents a place of power and structural advantage. I am not referring only to privilege, but to systematic oppression and racial attrition experienced by archivists of colour. How are Black, Indigenous, and Other People of supposed to react or feel when one of their work colleagues sends a complaint by email about a screening of an educational film about Colonization Road[9] in Canada? How are [Black, Indigenous, and Other People of Colour] supposed to feel when there is a talk at their workplace on health care and northern Indigenous communities, and it is delivered by a white woman who spends the entire session emphasizing her struggles up north, her sacrifice, and Indigenous Peoples' unwillingness to accept her help? Or when a colleague insists on including yet another photograph of white people in an exhibit "because there's already one with Asians in the exhibit and including another one would be too much."*

  – Direct Quote

Reflections on institutions not actively ensuring the culturally appropriate management of its Indigenous content

- **Lack of policies:** This lack of support is manifest as a general lack of policies and procedures pertaining to the culturally appropriate management of Indigenous-related materials.
- **Non-specific access policy**: Many culturally sensitive and outright taboo images are digitally available to the public (i.e., photographs of sacred sites, burial grounds, shamanic material, etc.). As well, these descriptions often do not include any contextual information about the communities or traditions represented in these photos. To counter this situation, all such images should be immediately taken down (at the very least from the public portal) and descriptions should be updated to not only reflect the context of creation, but also to explain and highlight the culturally relevant access restrictions placed on viewing.
- **Financial responsibility:** Until an institution identifies within its budget line a solid commitment to the culturally appropriate management of its Indigenous content, the overall attitude to such management practices will remain non-committal.

[9] *Colonization Road* (2017) produced by Decolonization Road Productions Inc. in association with The Breath Films. Available on https://www.colonizationroad.com/ and CBC: http://www.cbc.ca/firsthand/episodes/colonization-road .

VI. French Survey Results Overview

Total Responses	Completed Responses	Completion Rate	Completion Time
8	5	62.5%	11:34

Questions 1-5: General Descriptive Data on Respondents

a. Of the eight Francophone respondents to the French survey 6 (75%) are from the Province of Quebec, 1 (12.5%) is from Manitoba and 1 (12.5%) is from Nova Scotia.

b. 37.5% work in a College or University environment, while 25% work for a government, religious organization, museum or community archives (12.5% each). 37.5% of the respondents are in administrative positions, but also identify as archivists. The majority (85.7%) works in an archives with 1-5 paid employees, while 14.3% are part of a team of 11-20 paid employees.

Questions 6-9: Policies and Procedures Related to Indigenous Information Resources

a. When asked about their patron base, the majority (87.5%) were identified as internal users, while Indigenous researchers represented only 25%.

b. While half (50%) of the respondents indicated they were aware of records related to Indigenous communities held within their archival institution, the majority (83.3%) were not aware of any institutional policies or procedures relating to the acquisition or management of such records. Likewise, when asked about formal policies pertaining to access protocols to records of, or about, Indigenous communities, 67% of respondents did not have such policies in place, 16.7% were not sure, and 16.7% stated this question did not apply to them.

Questions 10-16: Outreach & Relationships

a. The majority of the respondents (80%) indicated their archival institution does not actively engage in outreach activities directed towards Indigenous communities, nor does it currently have, or attempt to develop, partnerships or relationships with local/regional Indigenous communities.

b. All of the respondents indicated they do not have access to an Indigenous Elders advisory group or Governance Circle, and all stated that their archival institution does not have official policies or procedures recognizing the importance of consultation with Indigenous communities.

c. When asked if in their archival organization, there is an acknowledgement of the importance of consultation, partnership and/or relationship-building with Indigenous Peoples as a community of archives clients who may have, in the past, been underserved by their archival organization, only 20% answered "yes". As well, only 20% of respondents indicated that their archival

organization had participated in the development of linguistic, cultural or other curriculum-based resources for use in Indigenous community-focused schools or education programs.

Questions 17-21: Indigenous Records Storage and Repatriation

a. The majority of the respondents (80%) indicated that their archival organization has never been involved in the facilitation of restricted storage and access agreements with Indigenous Peoples. 20% of respondents stated that their institution would be open to such an agreement, while 40% say it would depend on the circumstances.

b. All of the respondents indicated that their institution has never participated in the "digital" repatriation (or duplication of any type, digital or otherwise) of Indigenous information resources for return to the Indigenous Peoples represented therein.

c. When asked if in their current role, *they* would be open to repatriation, 60% answered a cautious "yes" but that it would depend on the circumstances, while 80% indicated that *their institution* would be potentially open to repatriation.

Questions 22-28: Awareness of and Participation in TRC and Related Events

a. 100% of the respondents indicated they have never attended TRC sponsored events, nor have they read the *Summary of the Final Report* of the TRC; however, 20% have read the *Calls to Action*.

b. The majority of the respondents (80%) have participated in Indigenous community-led events. 100% indicated they have never received training on Indigenous culture and traditions, and the majority (60%) say their parent organization, or archival institution, does not offer cultural awareness workshops or training sessions on Indigenous world views and knowledge keeping traditions. The majority (60%) of respondents indicated they would be interested in participating in such learning opportunities.

Questions 29-38: Formal Reconciliation Action

a. 20% of respondents indicated their institution has responded to the TRC's *Calls to Actions* by making it easier for Indigenous researchers to access holdings. None (0%) of the respondents answered in the affirmative when asked about an institutional response to UNDRIP and the *UN Joinet-Orentlicher Principles*.

b. With regards to the level of prioritization given by a respondent's *archival institution* towards reconciliation with Indigenous Peoples (on a scale from 1-10, with 10 being of greatest interest), 40% of respondents indicated reconciliation did not apply to their institution, 40% indicated it was of high importance (level 8/10 or above), and 20% indicated a low level of interest (level 2/10). With regards to rating their own *personal* interest in, and prioritization of, reconciliation with Indigenous Peoples in accordance with this same scale of measurement, 20% indicated a low level of interest (level 2/10), 40% indicated it was of high personal importance (level 8/10 or above), and 40% of respondents indicated reconciliation did not apply to them.

c. Among the factors identified as barriers within their institution to the development and implementation of a reconciliation framework, lack of resources was the greatest hindrance at 60%, while staff time (10%); lack of experience (10%), awareness or knowledge (10%); as well as lack of interest (10%) all found equal representation. See *Figure 3* for a breakdown of answers to survey question #35.

Figure 3

Response	Chart	Percentage	Count
Budget		**20.0%**	**1**
Politique		**0.0%**	**0**
Plan de travail		**0.0%**	**0**
Temps du personnel		**40.0%**	**2**
Politiques restrictives		**0.0%**	**0**
Ressources		**60.0%**	**3**
Manque d'expérience, de sensibilisation ou de connaissance		**40.0%**	**2**
Manque d'intérêt		**40.0%**	**2**
Je ne suis pas certain (p. ex.: « Je suis un nouvel employé », « Je ne sais par où commencer », etc.)		**20.0%**	**1**
Autre (veuillez spécifier)		**20.0%**	**1**
		Total Responses	**5**

d. 40% of respondents identified current relationships between their institution and Indigenous organization(s) as mechanisms which would support the development and implementation of a reconciliation framework. The same percentage of respondents identified a history of past project collaboration with Indigenous organizations, while 20% identified a current Indigenous-non-Indigenous committee/working group structure within their institution.

e. From a list of archival practices or theory identified as potential areas to review for integrating Indigenous community needs and perspectives, the following were selected: the majority (60%) identified Access Protocols, Research Agreements and Professional Development as requiring review, and 40% of respondents identified Arrangement, Descriptions, Appraisal and Archival Education. See *Figure 4* for a breakdown of answers to survey question #37.

Figure 4

Response	Chart	Percentage	Count
Classification et classement		40.0%	2
Description		40.0%	2
Évaluation		40.0%	2
Protocoles d'accès		60.0%	3
Services de référence		20.0%	1
Ententes de recherche		60.0%	3
Concepts de propriété, de paternité des documents, et de provenance		20.0%	1
Développement professionnel / formation continue		60.0%	3
Formation en archivistique		40.0%	2
Code d'éthiques de la profession		0.0%	0
Autre		0.0%	0
	Total Responses		**5**

Questions 39-40: Wrap-up & Follow-up

a. Only 1 response was received to the request for open text comments on what meaning these issues hold for the respondent. This single comment identified the disconnect between the localized collections mandate of the respondent's institution from the larger issues pertaining to reconciliation with Indigenous Peoples (i.e., they did not have any Indigenous content therefore reconciliation as an institutional activity did not apply).

b. While 60% of respondents did request additional follow-up, once follow-up discussions were initiated no additional information to that already provided through the survey was provided.

VII. French Survey Follow-Up Interviews

One (1) follow-up interview was undertaken, however, because it was not possible to anonymize the information provided (i.e. an institutional outreach poster), this data was not included in this section.

VIII. Next Steps

As previously identified in the *Background* (p. 3), the fundamental goals of this collaborative research project are threefold:

1) To identify how Canada's archives might move towards reconciliation through compliance with UNDRIP and UNJOP;
2) To produce recommendations for full implementation of the findings of this qualitative research; and
3) To design a reconciliation framework which actively engages and appropriately includes Indigenous recordkeepers and researchers, their perspectives and methodologies, with the Canadian archival system.

In order to meet these goals, the following four research methodologies are being employed:

1) Formal Procedures: national survey - *COMPLETE*

2) Informal Procedures: outreach & dialogue – *IN PROCESS*

In order to gather a balanced perspective on how Canadian archives manage their Indigenous information resources and programs, and how successfully the Canadian archival profession includes Indigenous recordkeepers as archival colleagues, representatives from umbrella Indigenous organizations will be contacted. Taskforce members will be reaching out to Indigenous community members from tribal councils, cultural centres and territorial governments (etc.) who are involved with, or interested in, programs pertaining to Indigenous knowledge, whether in the form of archives, language or heritage program development, treaty research, libraries, artifact collections, ancestral land use and occupancy studies, etc. Taskforce members will engage community members in conversation from both a client engagement perspective and a collegial engagement perspective as they seek to identify and understand existing relationships, issues and challenges. Through this outreach component of the project, it is also the Taskforce's intent to begin the process of relationship-building with Indigenous recordkeepers and to extend to them a formal invitation to participate on a collegial level with the Canadian archival community - if they have not already done so.

Information collected through these informal discussions will once again be anonymized, common threads identified, and findings summarized into a draft report to be reviewed and expanded upon by our Indigenous Partners.

3) Informal Procedures: expanded literature review – *IN PROCESS*

An expanded literature review is being undertaken concurrently with this outreach work. The Taskforce is identifying authors of archival and related professional discourse pertaining to reconciliation work, participatory archiving, cross-cultural engagement, and the development of a multi-cultural collegial network of professionals. After reviewing the literature, the Taskforce will contact these authors to follow-up with them about their conclusions, in order to see if they still stand, if they would make any changes to their methodology or proposed outreach strategies, or if they have any additional words of advice to offer as the Taskforce continues in its work. Once again, this data will be summarized and collated into a draft report format and offered to our Indigenous Partners for review and critical input.

4) Comparative Analysis

Once this preliminary research is complete, the Taskforce will begin the process of comparative analysis. With the national survey, literature review and outreach activity reports in one hand, and the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Joinet-Orentlicher Principles* in the other, the Taskforce will begin to identify how Canadian archives, overall, have supported or hindered Indigenous Peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them through legislated cultural genocide and institutionalized racism. This national assessment will be our benchmark for progress and will, in future, be used to assess collective advancements made towards meeting the requirements for compliance with both UNDRIP and UNJOP.

Deliverables

At the completion of this project, the findings and the methodology used to reach them will be compiled and summarized into one final report. The Taskforce will then develop and issue a list of actionable recommendations to national, provincial and territorial archival associations, institutions, and archival professionals. And finally, yet most importantly, it will draft a set of protocols and principles pertaining to the responsible management of Indigenous archival resources. Taken collectively, this body of research will serve as a reconciliation framework for the Canadian archival system

The development of these protocols and principles will be an iterative process, with input into draft versions to be sought from Indigenous Partners, Indigenous community members, scholars, and the Canadian archival community at large. Once 'finalized', the protocols and principles will exist as an evergreen document open to revision, in acknowledgment that both cross-cultural relationships and cultural requirements change over time.